

CHAPTER 2

IV. DATA TABLES

WORKFORCE

This section of the infrastructure and capacity assessment focused on the workforce in the local public health agencies. The following information summarizes the responses of the local public health agencies measuring their agency's workforce. **Please note that missing information on some surveys causes inconsistency in the totals of some tables.**

Agency Workforce		Total		Full-time		Part-time	
8. A.							
Total Staff		Number	Percent	Number	Percent	Number	Percent
114	Statewide	3253	100%	2631	81%	622	19%
56	Population up to 20,000	837	26%	528	63%	309	37%
30	Population between 20,001 and 40,000	477	15%	342	72%	135	28%
15	Population between 40,001 and 80,000	398	12%	335	84%	63	16%
13	Population over 80,001	1541	47%	1426	93%	115	7%

Benefits Full-time Employees. 8.B.1.	Total Agencies		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Health insurance - Agency Contribution	105	92%	50	89%	29	97%	14	93%	12	92%
Dental insurance - Agency Contribution	43	38%	10	28%	14	47%	9	60%	10	77%
Life insurance - Agency Contribution	83	73%	34	61%	25	83%	12	80%	12	92%
Retirement program - Agency Contrib.	95	83%	42	75%	28	93%	13	87%	12	92%
Sick leave	61	54%	30	54%	21	70%	5	33%	5	38%
Vacation/annual leave	63	55%	32	57%	21	70%	5	33%	5	38%
Tuition reimbursement	16	14%	7	12%	4	13%	1	7%	4	31%
Educational leave	12	11%	7	12%	2	7%	1	7%	2	15%
Continuing education payment	27	24%	13	23%	8	27%	3	20%	3	23%
Military leave	27	24%	14	25%	7	23%	3	20%	3	23%
Other	10	9%	3	5%	3	10%	1	7%	3	23%

Benefits Part-time Employees. 8.B.2.	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent
Health insurance - Agency Contribution	53	46%	27	48%	11	37%	10	67%	5	38%
Dental insurance - Agency Contribution	23	20%	6	11%	6	20%	6	40%	5	38%
Life insurance - Agency Contribution	38	33%	17	30%	9	30%	7	47%	5	38%
Retirement program - Agency Contrib.	47	41%	23	41%	9	30%	9	60%	6	46%
Sick leave	39	34%	19	34%	12	40%	5	33%	3	23%
Vacation/annual leave	40	35%	19	34%	13	43%	5	33%	3	23%
Tuition reimbursement	11	10%	6	11%	1	3%	2	13%	2	15%
Educational leave	6	5%	4	7%	0	0%	1	7%	1	8%
Continuing education payment	17	15%	10	18%	4	13%	2	13%	1	8%
Military leave	13	11%	8	14%	2	7%	1	7%	2	15%
Other	7	6%	3	5%	2	7%	0	0%	2	15%

Agency Workforce		Total	
8. C.			
Total Staff Participated in Professional Development Program in Past 12 Months		Number	Percent
114	Statewide	2213	68%
56	Population up to 20,000	725	87%
30	Population between 20,001 and 40,000	436	91%
15	Population between 40,001 and 80,000	361	91%
13	Population over 80,001	691	45%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent
Administrator										
Time devoted to administrative duties. 8.D.1.a.										
100% time	57	50%	24	43%	12	40%	10	67%	11	85%
76-99% time	27	24%	14	25%	8	27%	3	20%	2	15%
51-75% time	14	12%	9	16%	5	17%	0	0%	0	0%
26-50% time	12	11%	5	9%	5	17%	2	13%	0	0%
0-25% time	4	4%	4	7%	0	0%	0	0%	0	0%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Administrator										
Educational Level. 8.D.1.b.										
Doctorate degree	3	3%	0	0%	0	0%	0	0%	3	23%
Master degree	28	25%	9	16%	6	20%	5	33%	8	62%
Baccalaureate degree	30	26%	13	23%	8	27%	7	47%	2	15%
Associate Degree	17	15%	12	21%	4	13%	1	7%	0	0%
Some College	30	26%	16	29%	12	40%	2	13%	0	0%
High School	5	4%	5	9%	0	0%	0	0%	0	0%
No Response	1	1%	1	2%	0	0%	0	0%	0	0%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Administrator										
Years of Service as Administrator of This Agency. 8.D.1.c.										
Over 20 years	12	11%	6	11%	4	13%	2	13%	0	0%
11-20 years	23	20%	10	18%	8	27%	3	20%	2	15%
6-10 years	27	24%	15	27%	9	30%	1	7%	2	15%
0-5 years	52	46%	25	45%	9	30%	9	60%	9	69%

Agency Workforce		Total	
Administrator/Director Working Toward Baccalaureate Degree. 8.D.1.d.		Number	Percent
114	Statewide	7	6%
56	Population up to 20,000	5	9%
30	Population between 20,001 and 40,000	2	7%
15	Population between 40,001 and 80,000	0	0%
13	Population over 80,001	0	0%

Agency Workforce		Total	
Administrator/Director Has Full Time Access to a Computer. 8.D.1.e.		Number	Percent
114	Statewide	110	96%
56	Population up to 20,000	52	93%
30	Population between 20,001 and 40,000	30	100%
15	Population between 40,001 and 80,000	15	100%
13	Population over 80,001	13	100%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Administrator										
Annual Salary. 8.D.1.f.										
\$75,000 or Over	8	7%	0	0%	0	0%	0	0%	8	62%
\$55,000- \$74,999	12	11%	0	0%	4	13%	5	33%	3	23%
\$40,000 - \$54,999	37	32%	19	34%	10	33%	7	47%	1	8%
\$30,000 - \$39,999	45	39%	31	55%	11	37%	2	13%	1	8%
\$20,000 - \$29,999	9	8%	5	9%	4	13%	0	0%	0	0%
\$0-\$19,999	2	2%	1	2%	0	0%	1	7%	0	0%
No Response	1	1%	0	0%	1	3%	0	0%	0	0%

Agency Workforce		Total	
Staff Members That Fulfill More than One Primary Job Function. 8.D.2.		Number	Percent
114	Statewide	268	8%
56	Population up to 20,000	146	17%
30	Population between 20,001 and 40,000	81	17%
15	Population between 40,001 and 80,000	24	6%
13	Population over 80,001	17	1%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Registered Nurses. 8.D.3.a.										
Full-Time	607	75%	184	70%	105	68%	79	75%	239	82%
Part-time	207	25%	77	30%	49	32%	27	25%	54	18%

Agency Workforce		Total	
8.			
Registered Nurses Certified by ANCC as Community Health Nurse. 8.D.3.b.		Number	Percent
114	Statewide	36	4%
56	Population up to 20,000	19	7%
30	Population between 20,001 and 40,000	5	3%
15	Population between 40,001 and 80,000	0	0%
13	Population over 80,001	12	4%

Agency Workforce		Currently Working Toward Higher Degree		Nurses Without BSN Who Have Completed a Baccalaureate Level Course in Principles of Community/PH Nursing		Practicing Population-Based PH Nursing	
Registered Nurses Full and Part-Time Statewide		Number	Percent	Number	Percent	Number	Percent
Level of Practice. 8.D.3.c.							
114	Statewide	37	5%	50	6%	594	73%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full Time Registered Nurses										
Annual Salary. 8.D.3.d.										
\$35,000 and Over	16	14%	5	9%	3	10%	2	13%	6	46%
\$30,000 - \$34,999	56	49%	23	41%	16	53%	11	73%	6	46%
\$25,000 - \$29,999	38	33%	25	45%	10	33%	2	13%	1	8%
\$0-\$24,999	4	4%	3	5%	1	3%	0	0%	0	0%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Licensed Practical Nurses. 8.D.3.e.										
Full-Time	67	66%	31	55%	11	69%	10	77%	15	94%
Part-time	34	34%	25	45%	5	31%	3	23%	1	6%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Licensed Practical Nurses. 8.D.3.f.										
Annual Salary										
\$30,000 and Over	4	3%	1	2%	0	0%	0	0%	3	23%
\$25,000 - \$29,999	19	17%	11	20%	4	13%	3	20%	1	8%
\$0-\$24,999	32	28%	17	30%	9	30%	4	27%	2	15%
No Response	59	52%	27	48%	17	57%	8	53%	7	54%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Environmental Specialist/Sanitarian. 8.D.4.a.										
Full-Time	254	81%	18	32%	35	85%	35	88%	166	94%
Part-time	59	19%	38	68%	6	15%	5	12%	10	6%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Environmental Specialist/Sanitarions That are State Certified. 8.D.4.b.	61	19%	12	21%	15	37%	3	8%	31	18%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Environmental Specialist/Sanitarions That are Registered Nationally. 8.D.4.c.	21	7%	2	4%	7	17%	0	0%	12	7%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Environmental Specialist/Sanitararians										
Annual Salary - 8.D.4.d.										
\$35,000 and Over	12	11%	3	5%	2	7%	1	7%	6	50%
\$30,000 - \$34,999	38	34%	14	25%	11	38%	8	53%	5	42%
\$25,000 - \$29,999	37	33%	21	38%	10	34%	5	33%	1	8%
\$0 - \$24,999	12	11%	7	13%	4	14%	1	7%	0	0%
No Response	12	11%	10	18%	2	7%	0	0%	0	0%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Nutritionist. 8.D.5.a.										
Full-Time	50	41%	7	12%	13	54%	15	68%	15	79%
Part-time	72	59%	50	88%	11	46%	7	32%	4	21%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Nutritionist										
Annual Salary. 8.D.5.b.										
\$35,000 and Over	2	2%	0	0%	0	0%	0	0%	2	20%
\$30,000 - \$34,999	28	29%	11	23%	8	31%	5	38%	4	40%
\$20,000 - \$29,999	37	39%	20	43%	10	38%	4	31%	3	30%
\$0- \$19,999	3	3%	2	4%	1	4%	0	0%	0	0%
No Response	26	27%	14	30%	7	27%	4	31%	1	10%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Dieticians. 8.D.6.a										
Full-Time	22	59%	3	33%	2	29%	5	62%	12	92%
Part-time	15	41%	6	67%	5	71%	3	38%	1	8%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Health Educators. 8.D.7.a.										
Full-Time	53	50%	6	20%	11	37%	3	27%	33	92%
Part-time	54	50%	24	80%	19	63%	8	73%	8	8%
CHES Certified	7	7%	3	10%	1	3%	0	0%	3	7%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Health Educator										
Annual Salary. 8.D.7.b.										
\$40,000 and Over	3	4%	0	0%	0	0%	0	0%	3	23%
\$30,000 - \$39,999	18	22%	7	21%	2	8%	3	27%	6	46%
\$20,000 - \$29,999	36	44%	14	42%	16	64%	5	45%	1	8%
\$0-\$19,999	3	4%	2	6%	1	4%	0	0%	0	0%
No Response	22	27%	10	30%	6	24%	3	27%	3	23%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Social Worker. 8.D.8.a.										
Full-Time	37	76%	4	36%	2	100%	4	57%	27	93%
Part-time	12	24%	7	64%	0	0%	3	43%	2	7%
Licensed	29	59%	2	18%	1	50%	3	43%	23	79%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Social Worker										
Annual Salary. 8.D.8.b.										
\$40,000 and Over	3	7%	1	5%	0	0%	0	0%	2	25%
\$30,000 - \$39,999	10	22%	3	15%	2	20%	1	14%	4	50%
\$20,000 - \$29,999	7	16%	3	15%	0	0%	4	57%	0	0%
\$0 - \$19,999	1	2%	1	5%	0	0%	0	0%	0	0%
No Response	24	53%	12	60%	8	80%	2	29%	2	25%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Clerical. 8.D.9.a.										
Full-Time	660	90%	184	86%	111	83%	112	90%	253	97%
Part-time	76	10%	31	14%	23	17%	13	10%	9	3%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Clerical										
Annual Salary. 8.D.9.b.										
\$25,000 and Over	3	3%	0	0%	1	3%	1	7%	1	8%
\$20,000 - \$24,999	58	51%	26	47%	13	43%	8	53%	11	85%
\$0 - \$19,999	50	44%	27	49%	16	53%	6	40%	1	8%
No Response	2	2%	3	4%	0	0%	0	0%	0	0%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Physicians										
Relationship to Agency. 8.D.10.										
Full-Time Paid	3	2%	0	0%	0	0%	0	0%	3	7%
Part-time Paid	30	19%	9	14%	6	20%	5	21%	10	24%
Retainer	48	30%	8	12%	12	40%	4	17%	24	59%
Volunteer	80	50%	49	74%	12	40%	15	62%	4	10%

Staffing Positions:	Total		Population up to 20,000 (56 Agencies)		Population 20,001-40,000 (30 Agencies)		Population 40,001-80,000 (15 Agencies)		Population Over 80,000 (13 Agencies)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Dentists										
Relationship to Agency. 8.D.11.										
Full-Time Paid	5	16%	0	0%	0	0%	1	14%	4	31%
Part-time Paid	1	3%	0	0%	0	0%	0	0%	1	8%
Retainer	10	32%	2	29%	0	0%	0	0%	8	61%
Volunteer	15	48%	5	71%	4	100%	6	86%	0	0%